



DATE: 01-29-2014

PROPOSALS:

IAFF Local 2180 submits the following instant proposal for 4.03 DRIVING ELIGIBILITY.

CURRENT LANGUAGE:

4.03 DRIVING ELIGIBILITY

Whenever an employee drives a vehicle for City business he or she shall have a valid California Drivers License. In order to ascertain the validity of the employee's licenses, employees must present their drivers license to their supervisor upon request. The City reserves the right to check at any time with the Department of Motor Vehicles to determine if the license is valid. If an employee's drivers license is revoked, suspended, or otherwise made invalid, the employee must inform his or her supervisor. Failure to notify the supervisor may result in immediate disciplinary action.

An employee who does not possess a valid California Drivers License will be considered for a non-driving position, if one is available in the employee's classification. The non-driving assignment will continue for a maximum of six months if there is a reasonable expectation the employee will have a valid California Drivers License at the expiration of that time. Extensions to the six-month limit will be considered on a case-by-case basis, however, in no case shall an employee receive more than one non-driving assignment in any three-year period. When no non-driving assignment is available, employees must request a leave of absence without pay for six months or such time as their license is once again valid, whichever is shorter.

In order to assure that non-driving assignments are provided on a fair and equitable basis, the following procedures shall be observed:

- A. Each department will determine whether or not it has any non-driving assignments that can be filled by employees who would otherwise have driving assignments.
- B. Non-driving assignments will be given on a first come, first served basis. For example, if two employees in a department have non-valid drivers licenses and there is only one non-driving assignment,

the first employee who comes forward will be given the non-driving assignment. The other employee may apply for leave of absence as described above.

CONCERN:

With the addition of ALS, a paramedic license is not covered in the MOU. There is a need to address Paramedic licenses in the MOU. Splitting 4.03 into 2 license paragraphs will categorize the new item with similar topic...

PROPOSAL:

4.03 ~~DRIVING ELIGIBILITY~~ LICENSING REQUIREMENTS

I. Whenever an employee drives a vehicle for City business he or she shall have a valid California Drivers License. In order to ascertain the validity of the employee's licenses, employees must present their drivers license to their supervisor upon request. The City reserves the right to check at any time with the Department of Motor Vehicles to determine if the license is valid. If an employee's drivers license is revoked, suspended, or otherwise made invalid, the employee must inform his or her supervisor. Failure to notify the supervisor may result in immediate disciplinary action.

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- B. Non-driving assignments will be given on a first come, first served basis. For example, if two employees in a department have non-valid drivers licenses and there is only one non-

driving assignment, the first employee who comes forward will be given the non-driving assignment. The other employee may apply for leave of absence as described above.

II. Paramedic Licensing Provisions: Loss of paramedic license is not in and of itself grounds for discipline and/or adverse personnel actions(s) including but not limited to termination and/or negative performance evaluation.

RESULTS:

Driving eligibility remains the same, but is renumbered. Paragraph II covers the Paramedic license and spells out what may happen in the event a member loses Paramedic license. This paragraph allows the City flexibility from having no other option than termination when dealing with a member who for some reason loses their license.